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EDUCATION

University of California, Los Angeles, Ph.D., Industrial Relations, 1981. Specialization in conflict management/dispute resolution. Minor fields: organizational behavior, public administration.

California State University, Long Beach, M.S., Human Resource Management, 1972; B.S., Management, 1969.

ACADEMIC APPOINTMENTS:

DePaul University, College of Commerce (9/88 - present). Professor, Department of Management. Teach and conduct research in industrial relations and human resources. Courses taught include collective bargaining, compensation, conflict management, labor law, employment arbitration, negotiation skills, and human resource management.

Marquette University, College of Business Administration (1/81 - 5/88). Assistant Professor, Department of Management; Co-founder, Certificate Program in Labor/Management Relations. Taught and conducted research in industrial relations and human resources.

California State University, Long Beach (9/74 - 12/80). Lecturer. Taught labor relations, human resources and organizational behavior courses (part-time 9/74 - 1/77; full-time 1/77 - 12/80).

INDUSTRIAL EXPERIENCE

Shell Oil Company (1/69 - 1/77). Various human resource and labor relations positions. Negotiated and administered labor agreements; participated in arbitration and unemployment compensation hearings; counseled line managers; administered affirmative action plan; conducted salary surveys; recruited, interviewed and selected both salaried and hourly employees.

Ad hoc labor arbitrator, mediator, fact-finder (1977 - present).